

2012

Federal Employee Viewpoint Survey Results

EMPLOYEES INFLUENCING CHANGE

Region 10, Seattle

1st Level Trend Report

UNITED STATES
OFFICE OF PERSONNEL MANAGEMENT



Over
687,000
Federal
Employees'
Opinions



Environmental Protection Agency

Region 10, Seattle

1st Level Trend Report

Response Summary

	Surveys Completed
2012 Governmentwide	687,687
2012 Environmental Protection Agency	8,847
2012 Region 10, Seattle	394
2011 Region 10, Seattle	377
2010 Region 10, Seattle	461
2008 Region 10, Seattle	320
2006 Region 10, Seattle	409

This 2012 Federal Employee Viewpoint Survey Report provides summary results for subagencies within your department or agency. The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *Strongly Agree* and *Agree* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: The report tables that follow do not include results for any subagency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
2012 Governmentwide	686,499	63.2%	16.6%	20.2%
2012 Environmental Protection Agency	8,832	67.8%	15.8%	16.5%
2012 Region 10, Seattle	394	67.1%	14.6%	18.3%
2011 Region 10, Seattle	376	72.4%	15.4%	12.2%
2010 Region 10, Seattle	460	77.4%	11.1%	11.5%
2008 Region 10, Seattle	320	73.9%	16.0%	10.1%
2006 Region 10, Seattle	409	77.9%	12.3%	9.9%

Environmental Protection Agency

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My Work Experience (continued)

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
2012 Governmentwide	684,821	71.9%	14.5%	13.6%
2012 Environmental Protection Agency	8,812	73.6%	13.8%	12.7%
2012 Region 10, Seattle	393	73.5%	13.5%	12.9%
2011 Region 10, Seattle	377	75.3%	14.4%	10.3%
2010 Region 10, Seattle	461	77.5%	13.4%	9.0%
2008 Region 10, Seattle	320	77.2%	16.5%	6.4%
2006 Region 10, Seattle	409	79.1%	14.1%	6.8%

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
2012 Governmentwide	681,499	57.8%	18.7%	23.5%
2012 Environmental Protection Agency	8,769	64.5%	16.4%	19.1%
2012 Region 10, Seattle	392	66.3%	17.6%	16.1%
2011 Region 10, Seattle	376	66.7%	17.8%	15.5%
2010 Region 10, Seattle	459	70.3%	16.8%	12.9%
2008 Region 10, Seattle	320	73.3%	15.6%	11.0%
2006 Region 10, Seattle	409	76.9%	12.4%	10.7%

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
2012 Governmentwide	684,685	72.4%	14.4%	13.2%
2012 Environmental Protection Agency	8,817	74.5%	13.7%	11.8%
2012 Region 10, Seattle	392	77.6%	10.8%	11.6%
2011 Region 10, Seattle	377	76.9%	14.1%	9.1%
2010 Region 10, Seattle	461	81.4%	8.7%	9.9%
2008 Region 10, Seattle	320	78.1%	15.3%	6.5%
2006 Region 10, Seattle	409	81.1%	10.9%	8.0%

Environmental Protection Agency

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My Work Experience (continued)

5. *I like the kind of work I do.*

	N	Positive	Neutral	Negative
2012 Governmentwide	682,133	83.8%	10.4%	5.7%
2012 Environmental Protection Agency	8,788	83.4%	10.9%	5.7%
2012 Region 10, Seattle	391	83.1%	9.5%	7.4%
2011 Region 10, Seattle	375	88.1%	8.4%	3.4%
2010 Region 10, Seattle	460	88.4%	7.9%	3.6%
2008 Region 10, Seattle	320	84.6%	10.5%	4.8%
2006 Region 10, Seattle	409	85.3%	10.6%	4.1%

6. *I know what is expected of me on the job.*

	N	Positive	Neutral	Negative
2012 Governmentwide	681,765	80.1%	10.9%	9.0%
2012 Environmental Protection Agency	8,775	78.3%	11.6%	10.1%
2012 Region 10, Seattle	392	78.1%	12.3%	9.6%
2011 Region 10, Seattle	376	77.8%	13.4%	8.8%
2010 Region 10, Seattle	458	77.6%	14.6%	7.8%
2008 Region 10, Seattle	--	--	--	--
2006 Region 10, Seattle	--	--	--	--

7. *When needed I am willing to put in the extra effort to get a job done.*

	N	Positive	Neutral	Negative
2012 Governmentwide	684,790	96.5%	2.3%	1.2%
2012 Environmental Protection Agency	8,813	97.4%	1.6%	0.9%
2012 Region 10, Seattle	393	98.5%	1.0%	0.5%
2011 Region 10, Seattle	377	97.8%	1.4%	0.8%
2010 Region 10, Seattle	460	98.1%	1.4%	0.5%
2008 Region 10, Seattle	--	--	--	--
2006 Region 10, Seattle	--	--	--	--

Environmental Protection Agency

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My Work Experience (continued)

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
2012 Governmentwide	685,285	91.4%	7.1%	1.5%
2012 Environmental Protection Agency	8,820	90.6%	7.9%	1.5%
2012 Region 10, Seattle	393	90.8%	6.9%	2.3%
2011 Region 10, Seattle	375	90.7%	8.4%	0.9%
2010 Region 10, Seattle	460	92.6%	6.5%	0.9%
2008 Region 10, Seattle	--	--	--	--
2006 Region 10, Seattle	--	--	--	--

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	684,607	48.0%	16.9%	35.1%	1,655
2012 Environmental Protection Agency	8,814	42.0%	18.0%	40.0%	19
2012 Region 10, Seattle	391	25.1%	22.7%	52.2%	3
2011 Region 10, Seattle	377	28.1%	22.2%	49.7%	0
2010 Region 10, Seattle	458	32.4%	17.5%	50.1%	1
2008 Region 10, Seattle	317	42.0%	18.1%	39.9%	3
2006 Region 10, Seattle	406	36.5%	19.1%	44.4%	3

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	683,078	58.9%	16.2%	24.9%	1,258
2012 Environmental Protection Agency	8,790	57.4%	17.8%	24.8%	15
2012 Region 10, Seattle	389	43.0%	16.6%	40.4%	0
2011 Region 10, Seattle	375	40.4%	18.9%	40.7%	0
2010 Region 10, Seattle	460	40.0%	17.9%	42.2%	0
2008 Region 10, Seattle	319	46.8%	17.3%	35.9%	1
2006 Region 10, Seattle	407	56.1%	19.1%	24.8%	2

Environmental Protection Agency

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My Work Experience (continued)

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	671,969	59.5%	16.8%	23.7%	3,517
2012 Environmental Protection Agency	8,657	58.9%	16.8%	24.3%	37
2012 Region 10, Seattle	385	59.2%	18.9%	21.8%	1
2011 Region 10, Seattle	373	58.2%	19.9%	21.9%	2
2010 Region 10, Seattle	458	63.0%	16.8%	20.1%	0
2008 Region 10, Seattle	319	65.5%	18.6%	15.9%	1
2006 Region 10, Seattle	407	68.9%	13.9%	17.3%	2

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	681,644	83.7%	10.1%	6.2%	2,503
2012 Environmental Protection Agency	8,785	84.7%	9.4%	5.9%	27
2012 Region 10, Seattle	393	84.5%	8.5%	7.0%	1
2011 Region 10, Seattle	375	80.9%	13.3%	5.8%	2
2010 Region 10, Seattle	456	86.1%	9.2%	4.7%	4
2008 Region 10, Seattle	320	86.6%	11.2%	2.2%	0
2006 Region 10, Seattle	408	84.9%	11.3%	3.8%	1

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	680,836	91.2%	6.2%	2.5%	1,769
2012 Environmental Protection Agency	8,755	88.1%	8.6%	3.3%	29
2012 Region 10, Seattle	389	90.2%	6.1%	3.6%	1
2011 Region 10, Seattle	374	87.5%	10.2%	2.3%	2
2010 Region 10, Seattle	455	91.6%	6.4%	2.0%	0
2008 Region 10, Seattle	320	92.9%	6.0%	1.1%	0
2006 Region 10, Seattle	409	87.5%	9.9%	2.6%	0

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My Work Experience (continued)

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	683,306	67.5%	14.0%	18.5%	2,522
2012 Environmental Protection Agency	8,808	73.7%	12.6%	13.8%	17
2012 Region 10, Seattle	393	64.9%	15.2%	19.9%	0
2011 Region 10, Seattle	376	62.9%	21.3%	15.8%	1
2010 Region 10, Seattle	459	64.6%	17.0%	18.4%	1
2008 Region 10, Seattle	318	74.9%	12.0%	13.1%	2
2006 Region 10, Seattle	408	73.5%	12.7%	13.8%	1

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	675,095	68.8%	14.8%	16.4%	10,306
2012 Environmental Protection Agency	8,698	68.3%	16.4%	15.3%	121
2012 Region 10, Seattle	388	66.9%	16.1%	17.0%	6
2011 Region 10, Seattle	374	64.6%	21.0%	14.4%	2
2010 Region 10, Seattle	455	65.7%	16.1%	18.2%	2
2008 Region 10, Seattle	317	67.4%	19.0%	13.6%	3
2006 Region 10, Seattle	405	65.7%	20.2%	14.1%	4

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	681,102	82.8%	11.8%	5.5%	3,032
2012 Environmental Protection Agency	8,770	83.1%	11.9%	5.0%	39
2012 Region 10, Seattle	393	84.3%	11.4%	4.4%	0
2011 Region 10, Seattle	376	80.4%	14.2%	5.4%	0
2010 Region 10, Seattle	457	86.0%	10.5%	3.5%	2
2008 Region 10, Seattle	319	83.0%	13.1%	4.0%	1
2006 Region 10, Seattle	405	81.7%	14.4%	3.9%	4

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My Work Experience (continued)

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	656,457	61.5%	19.5%	19.0%	27,152
2012 Environmental Protection Agency	8,020	60.8%	22.0%	17.3%	793
2012 Region 10, Seattle	367	64.8%	18.3%	16.9%	27
2011 Region 10, Seattle	355	63.6%	22.4%	13.9%	21
2010 Region 10, Seattle	428	64.8%	22.0%	13.3%	32
2008 Region 10, Seattle	276	59.2%	26.2%	14.6%	44
2006 Region 10, Seattle	352	58.6%	24.9%	16.6%	57

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	677,385	53.1%	23.4%	23.6%	7,250
2012 Environmental Protection Agency	8,717	44.2%	26.9%	28.9%	103
2012 Region 10, Seattle	392	38.0%	27.4%	34.6%	1
2011 Region 10, Seattle	370	38.7%	32.1%	29.2%	4
2010 Region 10, Seattle	454	41.7%	27.1%	31.2%	5
2008 Region 10, Seattle	317	47.5%	29.1%	23.4%	3
2006 Region 10, Seattle	405	45.8%	27.5%	26.7%	4

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ
2012 Governmentwide	668,068	67.5%	14.8%	17.7%	18,229
2012 Environmental Protection Agency	8,656	59.0%	18.2%	22.8%	183
2012 Region 10, Seattle	388	52.6%	19.2%	28.1%	6
2011 Region 10, Seattle	373	49.4%	21.3%	29.3%	4
2010 Region 10, Seattle	458	54.0%	17.9%	28.1%	2
2008 Region 10, Seattle	315	57.5%	23.7%	18.8%	5
2006 Region 10, Seattle	--	--	--	--	--

Environmental Protection Agency

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My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
2012 Governmentwide	685,205	72.8%	14.3%	12.9%
2012 Environmental Protection Agency	8,815	77.7%	12.8%	9.5%
2012 Region 10, Seattle	394	80.3%	11.6%	8.1%
2011 Region 10, Seattle	365	76.0%	15.0%	8.9%
2010 Region 10, Seattle	446	77.0%	12.8%	10.1%
2008 Region 10, Seattle	320	89.1%	8.2%	2.7%
2006 Region 10, Seattle	409	88.8%	6.5%	4.7%

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	662,253	43.5%	27.2%	29.4%	23,872
2012 Environmental Protection Agency	8,463	44.0%	24.4%	31.6%	365
2012 Region 10, Seattle	381	53.4%	20.6%	26.0%	13
2011 Region 10, Seattle	369	52.7%	23.1%	24.3%	8
2010 Region 10, Seattle	450	53.5%	23.5%	23.0%	8
2008 Region 10, Seattle	311	58.7%	26.4%	15.0%	9
2006 Region 10, Seattle	402	52.8%	25.4%	21.9%	7

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	645,137	33.5%	29.2%	37.3%	39,208
2012 Environmental Protection Agency	8,120	40.2%	28.2%	31.6%	696
2012 Region 10, Seattle	357	39.9%	31.3%	28.7%	37
2011 Region 10, Seattle	355	42.8%	31.2%	26.0%	19
2010 Region 10, Seattle	428	44.6%	27.7%	27.7%	31
2008 Region 10, Seattle	308	48.7%	27.8%	23.5%	12
2006 Region 10, Seattle	390	47.9%	25.5%	26.6%	19

Environmental Protection Agency

Region 10, Seattle

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My Work Unit (continued)

23. *In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.*

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	632,125	29.4%	27.8%	42.8%	51,759
2012 Environmental Protection Agency	7,724	26.2%	30.5%	43.3%	1,094
2012 Region 10, Seattle	351	41.4%	30.9%	27.7%	40
2011 Region 10, Seattle	350	35.2%	31.0%	33.8%	27
2010 Region 10, Seattle	406	35.5%	29.4%	35.2%	54
2008 Region 10, Seattle	286	37.7%	34.8%	27.5%	34
2006 Region 10, Seattle	368	30.9%	33.8%	35.3%	41

24. *In my work unit, differences in performance are recognized in a meaningful way.*

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	652,024	33.8%	29.2%	37.0%	32,505
2012 Environmental Protection Agency	8,119	34.6%	29.9%	35.5%	691
2012 Region 10, Seattle	358	35.4%	30.2%	34.4%	35
2011 Region 10, Seattle	355	30.7%	40.2%	29.1%	22
2010 Region 10, Seattle	425	34.9%	33.4%	31.6%	35
2008 Region 10, Seattle	297	42.7%	34.4%	22.8%	23
2006 Region 10, Seattle	387	36.4%	34.5%	29.1%	22

25. *Awards in my work unit depend on how well employees perform their jobs.*

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	648,791	41.0%	25.4%	33.6%	35,445
2012 Environmental Protection Agency	8,083	45.2%	24.9%	29.9%	731
2012 Region 10, Seattle	358	45.0%	28.5%	26.5%	34
2011 Region 10, Seattle	351	49.5%	31.0%	19.6%	23
2010 Region 10, Seattle	423	49.8%	24.6%	25.6%	36
2008 Region 10, Seattle	307	59.7%	23.3%	17.0%	13
2006 Region 10, Seattle	392	56.5%	22.7%	20.8%	17

Environmental Protection Agency

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My Work Unit (continued)

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	681,951	72.3%	14.6%	13.1%	2,878
2012 Environmental Protection Agency	8,778	74.6%	13.3%	12.1%	41
2012 Region 10, Seattle	392	78.8%	10.6%	10.6%	1
2011 Region 10, Seattle	371	76.3%	13.2%	10.5%	4
2010 Region 10, Seattle	457	78.1%	12.8%	9.1%	1
2008 Region 10, Seattle	317	83.0%	10.7%	6.3%	3
2006 Region 10, Seattle	405	79.0%	12.4%	8.6%	4

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	661,501	54.7%	28.6%	16.8%	23,067
2012 Environmental Protection Agency	8,380	51.5%	32.2%	16.4%	440
2012 Region 10, Seattle	372	50.8%	33.3%	15.9%	21
2011 Region 10, Seattle	358	55.6%	34.6%	9.8%	18
2010 Region 10, Seattle	436	57.9%	30.2%	11.9%	24
2008 Region 10, Seattle	314	54.0%	33.4%	12.6%	6
2006 Region 10, Seattle	394	50.9%	32.5%	16.6%	15

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
2012 Governmentwide	683,823	83.4%	13.6%	3.0%
2012 Environmental Protection Agency	8,803	87.2%	11.1%	1.7%
2012 Region 10, Seattle	390	89.4%	9.5%	1.1%
2011 Region 10, Seattle	375	85.0%	13.2%	1.8%
2010 Region 10, Seattle	460	89.8%	8.6%	1.6%
2008 Region 10, Seattle	320	89.2%	9.8%	1.0%
2006 Region 10, Seattle	409	89.5%	8.8%	1.7%

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My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	662,287	71.6%	17.2%	11.2%	9,223
2012 Environmental Protection Agency	8,532	73.5%	16.2%	10.3%	169
2012 Region 10, Seattle	377	69.6%	19.3%	11.1%	11
2011 Region 10, Seattle	365	72.0%	18.3%	9.7%	7
2010 Region 10, Seattle	448	74.5%	16.0%	9.5%	10
2008 Region 10, Seattle	318	79.9%	12.9%	7.2%	2
2006 Region 10, Seattle	407	77.8%	16.1%	6.0%	2

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	657,623	45.2%	26.0%	28.8%	13,810
2012 Environmental Protection Agency	8,451	49.2%	24.3%	26.6%	249
2012 Region 10, Seattle	380	56.0%	21.5%	22.5%	8
2011 Region 10, Seattle	358	58.3%	25.4%	16.3%	11
2010 Region 10, Seattle	445	63.6%	18.4%	18.0%	12
2008 Region 10, Seattle	312	60.2%	23.4%	16.4%	8
2006 Region 10, Seattle	402	63.6%	24.6%	11.8%	7

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	658,648	48.4%	24.1%	27.5%	11,646
2012 Environmental Protection Agency	8,486	58.2%	22.0%	19.8%	205
2012 Region 10, Seattle	372	60.4%	23.6%	16.1%	13
2011 Region 10, Seattle	365	60.6%	25.5%	13.9%	5
2010 Region 10, Seattle	447	62.8%	24.2%	13.1%	11
2008 Region 10, Seattle	--	--	--	--	--
2006 Region 10, Seattle	--	--	--	--	--

Environmental Protection Agency

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My Agency (continued)

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	650,663	38.5%	29.6%	31.9%	18,726
2012 Environmental Protection Agency	8,391	46.4%	28.5%	25.1%	271
2012 Region 10, Seattle	371	45.3%	32.5%	22.1%	14
2011 Region 10, Seattle	363	50.4%	31.9%	17.7%	7
2010 Region 10, Seattle	444	55.6%	25.2%	19.2%	13
2008 Region 10, Seattle	313	68.1%	18.5%	13.3%	7
2006 Region 10, Seattle	404	61.1%	24.3%	14.6%	5

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	628,870	21.6%	28.1%	50.2%	40,108
2012 Environmental Protection Agency	7,875	20.4%	31.8%	47.8%	795
2012 Region 10, Seattle	348	16.5%	34.4%	49.1%	37
2011 Region 10, Seattle	350	20.7%	34.0%	45.3%	21
2010 Region 10, Seattle	414	22.8%	32.5%	44.8%	42
2008 Region 10, Seattle	303	26.9%	30.9%	42.2%	17
2006 Region 10, Seattle	391	25.6%	32.1%	42.3%	18

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	625,285	56.8%	29.1%	14.1%	44,977
2012 Environmental Protection Agency	8,157	64.0%	22.9%	13.1%	525
2012 Region 10, Seattle	359	65.8%	22.5%	11.8%	28
2011 Region 10, Seattle	349	67.5%	22.1%	10.4%	22
2010 Region 10, Seattle	427	66.8%	21.0%	12.2%	31
2008 Region 10, Seattle	305	67.8%	22.0%	10.2%	15
2006 Region 10, Seattle	392	73.0%	19.3%	7.7%	17

Environmental Protection Agency

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My Agency (continued)

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	662,923	76.9%	13.4%	9.7%	7,525
2012 Environmental Protection Agency	8,500	85.7%	9.9%	4.4%	186
2012 Region 10, Seattle	371	81.2%	12.4%	6.4%	12
2011 Region 10, Seattle	360	85.9%	9.7%	4.4%	9
2010 Region 10, Seattle	448	87.0%	9.6%	3.3%	9
2008 Region 10, Seattle	312	87.0%	8.7%	4.2%	8
2006 Region 10, Seattle	402	87.8%	8.7%	3.5%	7

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	661,974	78.0%	13.9%	8.2%	7,292
2012 Environmental Protection Agency	8,510	76.6%	15.8%	7.6%	171
2012 Region 10, Seattle	379	79.7%	13.4%	6.9%	8
2011 Region 10, Seattle	367	81.4%	12.1%	6.5%	2
2010 Region 10, Seattle	451	81.2%	12.5%	6.3%	7
2008 Region 10, Seattle	314	83.6%	13.0%	3.4%	6
2006 Region 10, Seattle	406	81.3%	13.6%	5.0%	3

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	636,579	51.2%	23.4%	25.4%	32,982
2012 Environmental Protection Agency	7,993	56.4%	21.8%	21.8%	689
2012 Region 10, Seattle	353	61.4%	19.1%	19.5%	33
2011 Region 10, Seattle	347	59.6%	23.5%	16.9%	23
2010 Region 10, Seattle	426	61.3%	19.7%	19.0%	32
2008 Region 10, Seattle	294	64.7%	18.9%	16.4%	26
2006 Region 10, Seattle	376	65.6%	17.1%	17.3%	33

Environmental Protection Agency

Region 10, Seattle

1st Level Trend Report

My Agency (continued)

38. *Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.*

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	615,998	65.9%	20.0%	14.1%	51,862
2012 Environmental Protection Agency	7,648	69.2%	17.9%	12.9%	1,013
2012 Region 10, Seattle	341	68.7%	20.8%	10.4%	46
2011 Region 10, Seattle	336	71.7%	18.9%	9.4%	33
2010 Region 10, Seattle	413	72.9%	18.0%	9.2%	44
2008 Region 10, Seattle	277	70.4%	20.1%	9.5%	43
2006 Region 10, Seattle	365	76.9%	12.8%	10.2%	44

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	658,423	76.4%	16.7%	6.9%	10,424
2012 Environmental Protection Agency	8,555	76.3%	16.6%	7.2%	129
2012 Region 10, Seattle	382	73.6%	19.8%	6.5%	6
2011 Region 10, Seattle	366	73.7%	20.2%	6.1%	5
2010 Region 10, Seattle	447	77.8%	16.5%	5.7%	7
2008 Region 10, Seattle	--	--	--	--	--
2006 Region 10, Seattle	--	--	--	--	--

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
2012 Governmentwide	669,665	66.8%	19.9%	13.4%
2012 Environmental Protection Agency	8,691	74.6%	15.7%	9.7%
2012 Region 10, Seattle	388	77.7%	14.0%	8.3%
2011 Region 10, Seattle	369	80.2%	15.2%	4.5%
2010 Region 10, Seattle	457	82.7%	12.3%	5.0%
2008 Region 10, Seattle	320	79.8%	12.8%	7.4%
2006 Region 10, Seattle	409	83.8%	9.8%	6.4%

Environmental Protection Agency

Region 10, Seattle

1st Level Trend Report

My Agency (continued)

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	606,522	42.4%	29.1%	28.4%	63,385
2012 Environmental Protection Agency	7,747	44.5%	30.6%	24.9%	948
2012 Region 10, Seattle	342	42.3%	30.1%	27.6%	46
2011 Region 10, Seattle	341	39.0%	39.1%	21.9%	30
2010 Region 10, Seattle	402	42.8%	37.6%	19.7%	55
2008 Region 10, Seattle	--	--	--	--	--
2006 Region 10, Seattle	--	--	--	--	--

My Supervisor/Team Leader

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	663,393	76.7%	11.9%	11.4%	4,030
2012 Environmental Protection Agency	8,616	84.6%	8.6%	6.8%	55
2012 Region 10, Seattle	383	82.6%	9.5%	7.9%	2
2011 Region 10, Seattle	370	84.7%	11.6%	3.7%	1
2010 Region 10, Seattle	446	85.6%	9.1%	5.4%	7
2008 Region 10, Seattle	317	86.1%	10.2%	3.7%	3
2006 Region 10, Seattle	406	91.7%	5.5%	2.8%	3

43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	663,693	65.2%	17.7%	17.1%	2,957
2012 Environmental Protection Agency	8,622	71.1%	15.3%	13.6%	29
2012 Region 10, Seattle	383	72.5%	16.1%	11.4%	2
2011 Region 10, Seattle	370	73.3%	14.7%	12.0%	1
2010 Region 10, Seattle	450	77.0%	11.7%	11.4%	4
2008 Region 10, Seattle	--	--	--	--	--
2006 Region 10, Seattle	--	--	--	--	--

Environmental Protection Agency

Region 10, Seattle

1st Level Trend Report

My Supervisor/Team Leader (continued)

44. Discussions with my supervisor/team leader about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	658,206	62.2%	19.2%	18.6%	6,888
2012 Environmental Protection Agency	8,560	65.9%	17.3%	16.8%	69
2012 Region 10, Seattle	379	68.6%	17.4%	14.1%	4
2011 Region 10, Seattle	365	66.3%	20.1%	13.6%	3
2010 Region 10, Seattle	448	67.5%	16.0%	16.5%	5
2008 Region 10, Seattle	318	66.2%	20.6%	13.3%	2
2006 Region 10, Seattle	404	67.0%	19.1%	13.8%	5

45. My supervisor/team leader is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	615,578	64.5%	24.6%	10.9%	49,711
2012 Environmental Protection Agency	7,749	69.4%	22.7%	7.9%	902
2012 Region 10, Seattle	342	72.0%	21.6%	6.3%	42
2011 Region 10, Seattle	331	72.1%	21.8%	6.0%	38
2010 Region 10, Seattle	407	76.0%	18.6%	5.3%	47
2008 Region 10, Seattle	--	--	--	--	--
2006 Region 10, Seattle	--	--	--	--	--

46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	662,244	60.8%	20.6%	18.7%	3,265
2012 Environmental Protection Agency	8,600	62.5%	20.2%	17.2%	45
2012 Region 10, Seattle	381	62.0%	20.9%	17.1%	3
2011 Region 10, Seattle	366	61.4%	23.2%	15.4%	3
2010 Region 10, Seattle	448	61.5%	21.5%	17.1%	6
2008 Region 10, Seattle	--	--	--	--	--
2006 Region 10, Seattle	--	--	--	--	--

Environmental Protection Agency

Region 10, Seattle

1st Level Trend Report

My Supervisor/Team Leader (continued)

47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	657,845	65.1%	18.6%	16.3%	7,510
2012 Environmental Protection Agency	8,541	70.0%	16.7%	13.3%	114
2012 Region 10, Seattle	382	68.0%	19.7%	12.3%	3
2011 Region 10, Seattle	363	72.1%	17.2%	10.7%	4
2010 Region 10, Seattle	445	72.6%	16.4%	11.0%	9
2008 Region 10, Seattle	319	77.9%	13.8%	8.3%	1
2006 Region 10, Seattle	405	79.5%	11.6%	8.9%	4

48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2012 Governmentwide	665,079	74.3%	13.2%	12.5%
2012 Environmental Protection Agency	8,647	81.0%	10.0%	9.0%
2012 Region 10, Seattle	386	82.2%	9.3%	8.5%
2011 Region 10, Seattle	370	84.2%	9.1%	6.8%
2010 Region 10, Seattle	455	84.2%	10.4%	5.4%
2008 Region 10, Seattle	--	--	--	--
2006 Region 10, Seattle	--	--	--	--

49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2012 Governmentwide	664,171	79.4%	11.1%	9.5%
2012 Environmental Protection Agency	8,637	83.9%	8.7%	7.4%
2012 Region 10, Seattle	385	84.9%	7.0%	8.1%
2011 Region 10, Seattle	368	86.2%	8.1%	5.7%
2010 Region 10, Seattle	455	87.3%	8.0%	4.7%
2008 Region 10, Seattle	--	--	--	--
2006 Region 10, Seattle	--	--	--	--

Environmental Protection Agency

Region 10, Seattle

1st Level Trend Report

My Supervisor/Team Leader (continued)

50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
2012 Governmentwide	664,039	76.8%	10.5%	12.7%
2012 Environmental Protection Agency	8,636	85.3%	7.0%	7.7%
2012 Region 10, Seattle	384	84.0%	8.3%	7.7%
2011 Region 10, Seattle	369	84.9%	6.4%	8.7%
2010 Region 10, Seattle	454	86.1%	6.2%	7.8%
2008 Region 10, Seattle	--	--	--	--
2006 Region 10, Seattle	--	--	--	--

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2012 Governmentwide	663,909	65.8%	17.2%	17.0%
2012 Environmental Protection Agency	8,634	70.4%	15.4%	14.2%
2012 Region 10, Seattle	385	74.4%	15.2%	10.4%
2011 Region 10, Seattle	368	72.9%	14.3%	12.8%
2010 Region 10, Seattle	453	73.7%	15.5%	10.8%
2008 Region 10, Seattle	320	73.8%	16.5%	9.7%
2006 Region 10, Seattle	409	73.1%	16.4%	10.5%

52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?

	N	Positive	Neutral	Negative
2012 Governmentwide	663,472	68.4%	18.9%	12.6%
2012 Environmental Protection Agency	8,640	73.4%	17.2%	9.4%
2012 Region 10, Seattle	386	75.1%	17.2%	7.6%
2011 Region 10, Seattle	369	73.9%	18.3%	7.8%
2010 Region 10, Seattle	455	76.9%	15.4%	7.7%
2008 Region 10, Seattle	320	78.7%	14.0%	7.3%
2006 Region 10, Seattle	409	73.9%	19.6%	6.4%

Environmental Protection Agency

Region 10, Seattle

1st Level Trend Report

Leadership

53. In my organization, leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	651,887	42.9%	26.2%	30.9%	6,310
2012 Environmental Protection Agency	8,483	42.9%	27.4%	29.8%	105
2012 Region 10, Seattle	378	41.7%	29.8%	28.5%	7
2011 Region 10, Seattle	366	38.3%	35.7%	26.0%	2
2010 Region 10, Seattle	444	44.8%	28.9%	26.3%	11
2008 Region 10, Seattle	315	35.5%	31.5%	33.0%	5
2006 Region 10, Seattle	406	40.4%	31.5%	28.1%	3

54. My organization's leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	638,553	55.1%	23.1%	21.8%	19,203
2012 Environmental Protection Agency	8,207	58.5%	22.5%	19.0%	370
2012 Region 10, Seattle	369	59.8%	23.4%	16.8%	15
2011 Region 10, Seattle	355	55.5%	27.0%	17.5%	12
2010 Region 10, Seattle	434	62.5%	22.4%	15.1%	20
2008 Region 10, Seattle	299	48.9%	31.1%	20.0%	21
2006 Region 10, Seattle	392	56.7%	27.5%	15.7%	17

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	631,883	63.4%	22.2%	14.4%	24,592
2012 Environmental Protection Agency	8,049	65.3%	21.9%	12.7%	519
2012 Region 10, Seattle	351	61.7%	25.4%	12.9%	33
2011 Region 10, Seattle	347	62.3%	25.4%	12.3%	18
2010 Region 10, Seattle	416	64.0%	23.7%	12.3%	38
2008 Region 10, Seattle	305	71.2%	21.2%	7.6%	15
2006 Region 10, Seattle	394	71.5%	17.1%	11.4%	15

Environmental Protection Agency

Region 10, Seattle

1st Level Trend Report

Leadership (continued)

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	651,106	62.4%	19.9%	17.7%	5,427
2012 Environmental Protection Agency	8,504	62.2%	20.9%	16.8%	68
2012 Region 10, Seattle	383	63.3%	24.3%	12.4%	2
2011 Region 10, Seattle	366	64.3%	22.0%	13.7%	1
2010 Region 10, Seattle	446	62.3%	25.1%	12.6%	7
2008 Region 10, Seattle	316	63.6%	22.8%	13.7%	4
2006 Region 10, Seattle	408	61.5%	21.5%	17.1%	1

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	621,279	62.0%	23.4%	14.6%	34,259
2012 Environmental Protection Agency	8,063	62.8%	23.6%	13.7%	490
2012 Region 10, Seattle	361	64.1%	25.8%	10.1%	20
2011 Region 10, Seattle	346	59.9%	26.8%	13.3%	19
2010 Region 10, Seattle	425	63.1%	25.4%	11.4%	29
2008 Region 10, Seattle	299	65.7%	26.0%	8.2%	21
2006 Region 10, Seattle	386	59.9%	28.6%	11.5%	23

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	639,009	53.3%	23.0%	23.8%	17,366
2012 Environmental Protection Agency	8,386	54.1%	23.0%	23.0%	189
2012 Region 10, Seattle	375	54.8%	24.5%	20.7%	9
2011 Region 10, Seattle	355	52.0%	29.3%	18.7%	10
2010 Region 10, Seattle	434	52.4%	28.1%	19.6%	18
2008 Region 10, Seattle	311	62.2%	21.5%	16.2%	9
2006 Region 10, Seattle	399	63.9%	20.6%	15.5%	10

Environmental Protection Agency

Region 10, Seattle

1st Level Trend Report

Leadership (continued)

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	637,138	56.9%	23.0%	20.1%	18,374
2012 Environmental Protection Agency	8,376	60.6%	21.3%	18.0%	198
2012 Region 10, Seattle	372	61.0%	23.4%	15.6%	12
2011 Region 10, Seattle	353	59.9%	25.7%	14.4%	10
2010 Region 10, Seattle	434	63.4%	21.5%	15.0%	19
2008 Region 10, Seattle	--	--	--	--	--
2006 Region 10, Seattle	--	--	--	--	--

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	625,622	57.9%	24.0%	18.1%	30,480
2012 Environmental Protection Agency	8,234	61.1%	23.9%	15.0%	342
2012 Region 10, Seattle	363	60.5%	24.3%	15.2%	22
2011 Region 10, Seattle	349	56.2%	29.5%	14.3%	17
2010 Region 10, Seattle	428	64.9%	22.7%	12.4%	25
2008 Region 10, Seattle	--	--	--	--	--
2006 Region 10, Seattle	--	--	--	--	--

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	648,951	54.1%	23.3%	22.6%	7,190
2012 Environmental Protection Agency	8,496	53.7%	23.6%	22.7%	82
2012 Region 10, Seattle	380	53.7%	25.1%	21.2%	3
2011 Region 10, Seattle	364	50.4%	28.2%	21.4%	3
2010 Region 10, Seattle	436	54.2%	24.1%	21.6%	7
2008 Region 10, Seattle	316	40.6%	30.6%	28.8%	4
2006 Region 10, Seattle	407	50.2%	27.3%	22.5%	2

Environmental Protection Agency

Region 10, Seattle

1st Level Trend Report

Leadership (continued)

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
2012 Governmentwide	598,453	54.0%	27.6%	18.4%	56,981
2012 Environmental Protection Agency	7,852	64.3%	23.4%	12.3%	721
2012 Region 10, Seattle	355	63.1%	21.7%	15.3%	29
2011 Region 10, Seattle	333	61.5%	28.4%	10.1%	35
2010 Region 10, Seattle	394	64.9%	24.0%	11.1%	58
2008 Region 10, Seattle	--	--	--	--	--
2006 Region 10, Seattle	--	--	--	--	--

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
2012 Governmentwide	652,744	51.6%	23.7%	24.7%
2012 Environmental Protection Agency	8,541	55.7%	22.1%	22.2%
2012 Region 10, Seattle	384	59.5%	22.8%	17.7%
2011 Region 10, Seattle	368	56.5%	24.8%	18.7%
2010 Region 10, Seattle	454	63.2%	20.0%	16.9%
2008 Region 10, Seattle	320	65.7%	19.5%	14.8%
2006 Region 10, Seattle	409	65.8%	19.1%	15.1%

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
2012 Governmentwide	652,105	48.4%	24.2%	27.5%
2012 Environmental Protection Agency	8,534	51.4%	24.0%	24.6%
2012 Region 10, Seattle	383	54.1%	25.1%	20.8%
2011 Region 10, Seattle	367	52.8%	27.2%	20.1%
2010 Region 10, Seattle	454	58.0%	25.6%	16.4%
2008 Region 10, Seattle	320	52.9%	26.5%	20.6%
2006 Region 10, Seattle	409	57.0%	22.2%	20.8%

Environmental Protection Agency

Region 10, Seattle

1st Level Trend Report

My Satisfaction (continued)

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
2012 Governmentwide	650,832	48.0%	23.8%	28.2%
2012 Environmental Protection Agency	8,501	54.8%	22.4%	22.8%
2012 Region 10, Seattle	382	53.9%	23.1%	23.0%
2011 Region 10, Seattle	368	53.9%	27.4%	18.7%
2010 Region 10, Seattle	453	56.3%	24.8%	18.9%
2008 Region 10, Seattle	320	68.7%	16.5%	14.8%
2006 Region 10, Seattle	409	60.1%	19.3%	20.7%

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
2012 Governmentwide	650,372	43.4%	29.3%	27.3%
2012 Environmental Protection Agency	8,514	43.1%	31.2%	25.7%
2012 Region 10, Seattle	382	42.2%	31.0%	26.9%
2011 Region 10, Seattle	366	41.3%	34.1%	24.6%
2010 Region 10, Seattle	452	47.1%	29.9%	23.0%
2008 Region 10, Seattle	320	39.2%	34.4%	26.4%
2006 Region 10, Seattle	409	42.9%	33.6%	23.4%

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
2012 Governmentwide	650,630	36.4%	28.4%	35.1%
2012 Environmental Protection Agency	8,523	34.7%	32.3%	33.0%
2012 Region 10, Seattle	382	36.9%	33.1%	30.0%
2011 Region 10, Seattle	367	36.6%	32.5%	30.9%
2010 Region 10, Seattle	452	44.2%	28.6%	27.2%
2008 Region 10, Seattle	320	39.0%	31.8%	29.2%
2006 Region 10, Seattle	409	45.8%	28.3%	25.8%

Environmental Protection Agency

Region 10, Seattle

1st Level Trend Report

My Satisfaction (continued)

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
2012 Governmentwide	650,514	53.7%	23.5%	22.8%
2012 Environmental Protection Agency	8,522	49.8%	28.5%	21.7%
2012 Region 10, Seattle	384	38.6%	33.3%	28.1%
2011 Region 10, Seattle	366	49.9%	31.3%	18.7%
2010 Region 10, Seattle	452	54.4%	24.1%	21.5%
2008 Region 10, Seattle	320	61.2%	24.7%	14.1%
2006 Region 10, Seattle	409	59.7%	25.5%	14.7%

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
2012 Governmentwide	650,211	68.0%	17.3%	14.7%
2012 Environmental Protection Agency	8,512	70.4%	16.2%	13.4%
2012 Region 10, Seattle	382	71.0%	14.6%	14.4%
2011 Region 10, Seattle	367	74.7%	16.1%	9.2%
2010 Region 10, Seattle	452	75.4%	16.2%	8.4%
2008 Region 10, Seattle	320	74.4%	15.4%	10.2%
2006 Region 10, Seattle	409	77.1%	12.7%	10.3%

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
2012 Governmentwide	650,947	58.8%	17.2%	24.0%
2012 Environmental Protection Agency	8,524	66.8%	16.7%	16.5%
2012 Region 10, Seattle	380	68.8%	15.9%	15.3%
2011 Region 10, Seattle	369	73.2%	15.7%	11.1%
2010 Region 10, Seattle	451	75.8%	12.9%	11.4%
2008 Region 10, Seattle	320	72.1%	13.0%	14.9%
2006 Region 10, Seattle	409	72.0%	11.3%	16.7%

Environmental Protection Agency

Region 10, Seattle

1st Level Trend Report

My Satisfaction (continued)

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
2012 Governmentwide	651,064	58.9%	21.6%	19.5%
2012 Environmental Protection Agency	8,536	64.7%	18.9%	16.4%
2012 Region 10, Seattle	383	65.0%	20.9%	14.1%
2011 Region 10, Seattle	368	69.8%	19.6%	10.6%
2010 Region 10, Seattle	452	72.1%	15.7%	12.2%
2008 Region 10, Seattle	320	66.5%	19.3%	14.2%
2006 Region 10, Seattle	409	71.1%	16.0%	12.9%

Work/Life

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	Yes	No	Not Sure
2012 Governmentwide	651,238	36.2%	57.9%	5.9%
2012 Environmental Protection Agency	8,533	86.5%	10.3%	3.2%
2012 Region 10, Seattle	384	89.8%	6.3%	3.8%
2011 Region 10, Seattle	367	85.1%	11.1%	3.8%
2010 Region 10, Seattle	--	--	--	--
2008 Region 10, Seattle	--	--	--	--
2006 Region 10, Seattle	--	--	--	--

73. Please select the response below that BEST describes your current teleworking situation:

	Telework				
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2012 Governmentwide	631,985	2.6%	7.7%	3.8%	9.6%
2012 Environmental Protection Agency	8,496	1.2%	30.8%	13.1%	26.2%
2012 Region 10, Seattle	384	0.5%	23.8%	14.9%	41.4%
2011 Region 10, Seattle	366	0.8%	16.1%	16.9%	44.1%
2010 Region 10, Seattle	--	--	--	--	--
2008 Region 10, Seattle	--	--	--	--	--
2006 Region 10, Seattle	--	--	--	--	--

(continued)

Environmental Protection Agency

Region 10, Seattle

1st Level Trend Report

Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

		Do Not Telework			
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2012 Governmentwide	631,985	35.0%	6.2%	22.2%	12.9%
2012 Environmental Protection Agency	8,496	3.5%	2.4%	7.0%	15.9%
2012 Region 10, Seattle	384	2.4%	2.5%	4.3%	10.1%
2011 Region 10, Seattle	366	1.3%	3.1%	5.4%	12.4%
2010 Region 10, Seattle	--	--	--	--	--
2008 Region 10, Seattle	--	--	--	--	--
2006 Region 10, Seattle	--	--	--	--	--

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2012 Governmentwide	648,172	32.3%	45.3%	22.4%
2012 Environmental Protection Agency	8,485	67.7%	29.7%	2.6%
2012 Region 10, Seattle	380	77.0%	21.7%	1.3%
2011 Region 10, Seattle	367	82.4%	17.1%	0.5%
2010 Region 10, Seattle	--	--	--	--
2008 Region 10, Seattle	--	--	--	--
2006 Region 10, Seattle	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2012 Governmentwide	646,836	29.3%	58.7%	12.0%
2012 Environmental Protection Agency	8,486	41.0%	55.4%	3.6%
2012 Region 10, Seattle	379	28.0%	64.9%	7.1%
2011 Region 10, Seattle	367	32.2%	60.9%	6.9%
2010 Region 10, Seattle	--	--	--	--
2008 Region 10, Seattle	--	--	--	--
2006 Region 10, Seattle	--	--	--	--

Environmental Protection Agency

Region 10, Seattle

1st Level Trend Report

Work/Life (continued)

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2012 Governmentwide	645,355	14.0%	80.0%	6.0%
2012 Environmental Protection Agency	8,436	11.9%	85.1%	3.0%
2012 Region 10, Seattle	379	14.5%	84.1%	1.3%
2011 Region 10, Seattle	363	15.2%	83.1%	1.7%
2010 Region 10, Seattle	--	--	--	--
2008 Region 10, Seattle	--	--	--	--
2006 Region 10, Seattle	--	--	--	--

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
2012 Governmentwide	648,002	3.7%	79.1%	17.2%
2012 Environmental Protection Agency	8,481	3.7%	86.5%	9.8%
2012 Region 10, Seattle	380	3.2%	85.8%	11.0%
2011 Region 10, Seattle	362	2.8%	87.8%	9.4%
2010 Region 10, Seattle	--	--	--	--
2008 Region 10, Seattle	--	--	--	--
2006 Region 10, Seattle	--	--	--	--

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
2012 Governmentwide	647,966	2.5%	80.0%	17.6%
2012 Environmental Protection Agency	8,490	3.3%	86.6%	10.2%
2012 Region 10, Seattle	381	4.0%	82.2%	13.9%
2011 Region 10, Seattle	362	3.4%	83.6%	13.1%
2010 Region 10, Seattle	--	--	--	--
2008 Region 10, Seattle	--	--	--	--
2006 Region 10, Seattle	--	--	--	--

Environmental Protection Agency

Region 10, Seattle

1st Level Trend Report

Work/Life (continued)

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
2012 Governmentwide	187,559	72.8%	17.5%	9.7%	21,200
2012 Environmental Protection Agency	6,023	80.6%	12.0%	7.4%	103
2012 Region 10, Seattle	303	79.6%	14.6%	5.7%	6
2011 Region 10, Seattle	286	78.7%	15.2%	6.1%	2
2010 Region 10, Seattle	--	--	--	--	--
2008 Region 10, Seattle	--	--	--	--	--
2006 Region 10, Seattle	--	--	--	--	--

*The results for this item only include employees who indicated that they participated in this program.

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
2012 Governmentwide	228,200	88.5%	8.0%	3.5%	5,463
2012 Environmental Protection Agency	5,758	93.1%	4.7%	2.1%	52
2012 Region 10, Seattle	295	94.9%	4.4%	0.7%	1
2011 Region 10, Seattle	303	93.5%	5.3%	1.2%	1
2010 Region 10, Seattle	--	--	--	--	--
2008 Region 10, Seattle	--	--	--	--	--
2006 Region 10, Seattle	--	--	--	--	--

*The results for this item only include employees who indicated that they participated in this program.

81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ
2012 Governmentwide	184,051	80.0%	16.6%	3.4%	12,511
2012 Environmental Protection Agency	3,394	87.1%	10.7%	2.2%	121
2012 Region 10, Seattle	99	81.8%	15.4%	2.8%	11
2011 Region 10, Seattle	115	78.8%	16.9%	4.3%	4
2010 Region 10, Seattle	--	--	--	--	--
2008 Region 10, Seattle	--	--	--	--	--
2006 Region 10, Seattle	--	--	--	--	--

*The results for this item only include employees who indicated that they participated in this program.

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Region 10, Seattle

1st Level Trend Report

Work/Life (continued)

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
2012 Governmentwide	88,192	75.6%	20.6%	3.8%	11,655
2012 Environmental Protection Agency	991	79.9%	17.2%	2.9%	139
2012 Region 10, Seattle	53	80.6%	14.2%	5.2%	6
2011 Region 10, Seattle	55	75.1%	20.9%	4.0%	4
2010 Region 10, Seattle	--	--	--	--	--
2008 Region 10, Seattle	--	--	--	--	--
2006 Region 10, Seattle	--	--	--	--	--

*The results for this item only include employees who indicated that they participated in this program.

83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Positive	Neutral	Negative	NBJ
2012 Governmentwide	18,627	72.0%	24.3%	3.7%	6,929
2012 Environmental Protection Agency	265	74.2%	23.1%	2.8%	103
2012 Region 10, Seattle	11	63.1%	36.9%	0.0%	5
2011 Region 10, Seattle	9	78.8%	21.2%	0.0%	5
2010 Region 10, Seattle	--	--	--	--	--
2008 Region 10, Seattle	--	--	--	--	--
2006 Region 10, Seattle	--	--	--	--	--

*The results for this item only include employees who indicated that they participated in this program.

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ
2012 Governmentwide	12,577	67.9%	30.0%	2.2%	5,846
2012 Environmental Protection Agency	248	70.4%	27.9%	1.8%	82
2012 Region 10, Seattle	16	61.6%	32.7%	5.7%	3
2011 Region 10, Seattle	12	58.7%	41.3%	0.0%	5
2010 Region 10, Seattle	--	--	--	--	--
2008 Region 10, Seattle	--	--	--	--	--
2006 Region 10, Seattle	--	--	--	--	--

*The results for this item only include employees who indicated that they participated in this program.

Environmental Protection Agency
Region 10, Seattle
1st Level Trend Report

Demographic Questions

85. *Where do you work?*

	N	%
Headquarters	17	4.5%
Field	363	95.5%

86. *What is your supervisory status?*

	N	%
Non-Supervisor	296	77.5%
Team Leader	43	11.3%
Supervisor	26	6.8%
Manager	13	3.4%
Executive	4	1.0%

87. *Are you:*

	N	%
Male	154	40.3%
Female	228	59.7%

88. *Are you Hispanic or Latino?*

	N	%
Yes	23	6.1%
No	356	93.9%

89. *Race*

	N	%
American Indian or Alaska Native	2	0.5%
Asian	23	6.3%
Black or African American	10	2.7%
Native Hawaiian or Other Pacific Islander	2	0.5%
White	311	85.2%
Two or more races (Not Hispanic or Latino)	17	4.7%

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Region 10, Seattle

1st Level Trend Report

Demographic Questions (continued)

90. What is your age group?

	N	%
25 and under	6	1.6%
26-29	14	3.8%
30-39	57	15.3%
40-49	94	25.2%
50-59	164	44.0%
60 or older	38	10.2%

91. What is your pay category/grade?

	N	%
Federal Wage System	3	0.8%
GS 1-6	4	1.0%
GS 7-12	139	36.5%
GS 13-15	232	60.9%
Senior Executive Service	3	0.8%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	0	0.0%

92. How long have you been with the Federal Government (excluding military service)?

	N	%
Less than 1 year	5	1.3%
1 to 3 years	34	9.0%
4 to 5 years	23	6.1%
6 to 10 years	54	14.2%
11 to 14 years	38	10.0%
15 to 20 years	36	9.5%
More than 20 years	189	49.9%

93. How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	N	%
Less than 1 year	10	2.6%
1 to 3 years	42	11.0%
4 to 5 years	32	8.4%
6 to 10 years	58	15.2%
11 to 20 years	84	22.0%
More than 20 years	155	40.7%

Environmental Protection Agency

Region 10, Seattle

1st Level Trend Report

Demographic Questions (continued)

94. *Are you considering leaving your organization within the next year, and if so, why?*

	N	%
No	300	78.7%
Yes, to retire	24	6.3%
Yes, to take another job within the Federal Government	27	7.1%
Yes, to take another job outside the Federal Government	16	4.2%
Yes, other	14	3.7%

95. *I am planning to retire:*

	N	%
Within one year	18	4.8%
Between one and three years	33	8.8%
Between three and five years	38	10.2%
Five or more years	285	76.2%

96. *Self-Identify as:*

	N	%
Heterosexual or Straight	282	79.7%
Gay, Lesbian, Bisexual, or Transgender	22	6.2%
I prefer not to say	50	14.1%

97. *Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?*

	N	%
Yes	41	10.8%
No	338	89.2%

98. *Are you an individual with a disability?*

	N	%
Yes	28	7.4%
No	348	92.6%